

## **PERFORMANCE BASED COMPENSATION PLAN**

This is due July 1, 2008. If the plan is submitted earlier, the State Board will review your school's plan and let you know if they would like any corrections made to your plan.

### **1. Who is eligible for the performance-based compensation?**

North Davis Preparatory Academy will use these funds for professional educators.

### **2. What are the criteria for awarding performance-based compensation?**

Our school plan for awarding performance-based compensation will focus on a concept based approach to teaching. Instructional focus will shift from being facts and process based to teaching the concepts behind the processes and facts. Teachers will work with a mentor to develop assessment tools to determine if concepts are effectively being taught. During this first year compensation will be based solely on the quality of the developed assessment tool, and not on student performance. This first year will serve as baseline data for following years, as student performance will play a larger role in determining compensation.

### **4. What is the amount of performance based compensation that may be awarded?**

The school will receive \$36.33 per student based on the state's projection. The total amount awarded to each professional educator can be up to \$1,0000.00. The total awarded amount is dependent upon the quality and potential effectiveness of the developed assessment tool. The entire \$1,000.00 per professional educator cannot be covered entirely through funds based on the state's projection; as a result the school will cover the remaining amount.

### **5. Will the performance-based compensation be based on individual, team, or school-based performance? Perhaps a combination?**

As stated above all of the performance based compensation will be individual.

### **6. Will the plan include measures of student academic progress or growth? (Optional)**

During the first year the plan does not include a measure of student academic progress or growth. Year one will serve as baseline data in regard to student performance. After year one, compensation will be more heavily determined by student testing data from the teacher developed assessment tools, UPASS, and DWA's.

### **7. Will the plan include specific measures of instructional quality? (Optional)**

No.

**8. Will the plan measure parent and student satisfaction? (Optional)**

No.

**9. Will the plan measure school progress? (Optional)**

Year one will serve as baseline data. In following years the plan will measure student progress.

**10. What other measures will be used that demonstrate improved academic and instructional performance? (Optional)**

Year one will be used to collect baseline data. Teacher developed assessment tools, UPASS, and DWA's will demonstrate improved academic and instructional performance.

**Other Notes:**

- ❖ This program is good for the 2008-2009 school year only
- ❖ Monies may only be used in accordance with an education entity's performance-based compensation plan. If an education entity uses performance-based compensation monies for purposes other than those stated in its performance-based compensation plan, the education entity shall reimburse the monies that were improperly used.
- ❖ There will be a required report to USOE about
  - i. The number of employees in the school who received performance-based compensation;
  - ii. The total number of employees in the school;
  - iii. The average of the performance-based compensation awarded to all employees; and
  - iv. The maximum amount of performance-based compensation awarded to an employee in the school.

For School Use Only, after the performance based compensation has been given:

	Name of Employee (Include all employees in the school)	Amount Awarded
1		\$
2		\$
3		\$
4		\$
5		\$
6		\$
7		\$
8		\$
9		\$
10		\$
11		\$
12		\$
13		\$
14		\$
15		\$
16		\$
17		\$
18		\$
19		\$
20		\$
21		\$
22		\$
23		\$
24		\$
25		\$